



Annual Leave Restoration

References: Title 5, United States Code (U.S.C.), Section 5551(c); Title 5, U.S.C., Section 6304(d)(3); [DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1705, "Operational Continuity During Closure"](#)

Normally, employees can't carry forward more than 240 hours of annual leave from one year to the next. However, if your installation has been designated for realignment or closure through the Base Realignment and Closure (BRAC) process, any excess leave that you forfeit may be restored so long as you continue to work at your current activity.

Annual leave restored under this special BRAC provision is placed in a separate leave account, and employees are not required to use their restored leave before other available annual leave. They're also exempt from the standard requirement of having to previously schedule leave before it can be restored.

The annual leave restoration provision does not apply to employees assigned to organizations or functions that are located at closing installations but designated to continue on-site operations after the activity's closure, or when such organizations or functions relocate within the commuting area of the closing activity.

Your supporting human resources office can tell you if you're covered by this benefit. If the restored leave is not used, it will be included in the lump sum payment of your annual leave when you're separated, or it can be used with other annual leave to keep you on the rolls past your scheduled separation date in order to qualify for retirement or [Federal Employees Health Benefits \(FEHB\)](#) coverage. If you move to a non-DoD Federal agency, or to a DoD installation that is not being closed or realigned, the restored leave is paid in a lump sum.